

The Status Quo and Countermeasures of Party Construction Work in Jingzhou Private Enterprises

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Abstract. The party building work of private enterprises is an important part of the party's grassroots organization construction, an important new position for party building, and a key task and important task for party organizations at all levels to expand the coverage of grassroots party organizations and give play to the role of grassroots party organizations. In recent years, Jingzhou has made some achievements in the party building work of private enterprises, but it is still in an extensive stage of establishing party organizations and expanding work coverage. It has not yet realized the transition from "quantity" to "quality". Organizational coverage, work coverage to functional coverage changes. In order to truly play the role of the party organization in the political core and political leading role of private enterprises, it is necessary to strengthen the party building work of private enterprises in terms of clear positioning, work integration and innovative methods.

Since the 18th National Congress of the Communist Party of China, under the strong leadership of the Party Central Committee with Comrade Xi Jinping as the core, the party building work of non-public enterprises has increasingly become an important part of China's grassroots party building work and has achieved remarkable results. The report of the 19th National Congress reaffirmed the positioning of the non-public economy. The quantity, role and status of non-public enterprises determine the extreme necessity and importance of strengthening party building work in this field and exerting the political core and political leading role of party organizations. [1]We must work harder and harder with greater efforts. Doing a good job in party building in private enterprises is the essence of the problem of implementing the general requirements of party building in the new era. It is an important guarantee for promoting the healthy development of enterprises and an urgent need to promote the strict management of the party.

At present, China's economy has entered a new normal, the downward pressure on the economy has continued to increase, the economic restructuring and upgrading process has accelerated, and the international situation is complicated and severe. The development of private enterprises faces unprecedented opportunities brought about by major national strategies and major reforms, as well as the governance structure. Internal problems such as soundness, weak competitiveness, and poor sustainable development. At the same time, they face many external difficulties and challenges such as domestic and international environmental constraints, heavy tax burdens, and financing difficulties. Whether private enterprises can develop healthily and directly is directly related to China's comprehensive reform. The success or failure of an open business.

Positioning and Functions of Party Building Work in Private Enterprises

China's private enterprises have grown from scratch, from small to large, from weak to strong, from domestic to international, and have achieved rapid development, greatly improved economic strength, and constantly improved their competitive position. [2]Their role in the national economy has been significantly enhanced and they have developed into a society. An important supporting force for economic development. Since 2015, "mass entrepreneurship, innovation", commercial system reform, and simple decentralization have greatly stimulated the enthusiasm of private entrepreneurship, and a large number of private enterprises have emerged as a result, injecting new vitality into economic development. It is pointed out that "the grassroots organization of the party is the basis for ensuring the implementation of the party's line, principles, policies, and decision-

making arrangements." Strengthening the party building work of private enterprises is an important issue in the field of party building in China. This issue is complex and long-term.

In the development of private enterprises, the party organizations of private enterprises have a pivotal position and role. The effective functioning of their political functions can lead the correct development direction of enterprises, activate the cultural life of enterprises, and guide trade unions to better coordinate labor and capital conflicts, thereby promoting enterprises. Healthy development.[3]

The first is to coordinate and safeguard the interests of both employers and employees. The main functions are as follows: In private enterprises, employees and business owners may cause conflicts due to problems such as wage arrears and work-related accidents. In dealing with contradictions, employees are usually in a relatively weak position. When contradictions occur or there are contradictions, the party organizations of private enterprises can actively help the trade unions to carry out their work, coordinate and resolve conflicts in a timely manner, and urge the two sides to reach an understanding. This will not only protect the legitimate rights and interests of employees, but also encourage enterprises to resume production operations as soon as possible.

The second is to strengthen the relationship between party organizations and enterprises and employees. The party organizations of private enterprises have a natural connection with the government and have a comprehensive understanding of the policies and laws of the party and the government. The party organizations of private enterprises should make full use of this advantage and timely provide relevant policies and information of the party and the government to decision makers of private enterprises. This will not only help the business owners make correct decisions in response to the political environment, but also help the unity and stability of enterprises.[4] It is conducive to strengthening the relationship between party committees and enterprises. From this perspective, this is also an important part of doing a good job in united front work.

The third is to effectively supervise and serve enterprises. Strengthening the party building work of private enterprises and closely linking the party organizations with private enterprises can, on the one hand, enable private enterprises to operate and make scientific decisions under the leadership of the party; on the other hand, the government can keep abreast of the operation and dynamic intentions of private enterprises. To better serve the good operations of the company.

The Reality of the Party Building Work in Jingzhou Private Enterprises

In recent years, Jingzhou's private economy has flourished, contributing more than 50% to the city's GDP, the fixed asset investment contribution rate is over 60%, the tax contribution rate is over 70%, the employment contribution rate is over 80%, and the number of private enterprise market entities is more than 97%. The private economy has become the main force of the city's economic development and has played an important role in stabilizing growth, increasing employment, promoting innovation, and improving people's livelihood. The continuous expansion of private enterprises in Jingzhou and the increasing population of the gathering have made the party building work of private enterprises more and more prominent, and it has become a brand-new and very important field in the party building work in the new era. In recent years, Jingzhou has explored some successful experiences in the party building work of private enterprises, and has also achieved some achievements. There are also a number of batches of "developing strong" and "party building strong" such as Xiaohu Duck, Lante Group, and Jiangnan Fine Chemicals. "Excellent company." It has also formed a number of influential and effective non-public party building brands such as wage negotiations for billions of glasses, advanced members of Philip's party members, and open factory affairs of Huaxin Cement.

Jingzhou Xiaohu Duck Company established the Party branch in March 2009. Under the direct leadership of the town party committee and the strong support of the company's board of directors, the company's party branch has a team of party members who are united and forge ahead, full of passion and vitality, from the distribution of party members. Look, all over the company's various departments. The gender ratio is moderate, the age structure is reasonable, and it plays a vanguard and exemplary role in production and management, technological progress, enterprise management

and logistics services. The party branch of the company is centered around the company's work, studying and implementing the spirit of the 18th and 19th National Congress of the Communist Party of China, strengthening party building, strictly managing party members' education, and giving full play to the vanguard and exemplary role of party members in the company's production and management and spiritual civilization construction. Spirit and Hong culture have driven the broad masses of employees to work hard, unite and work hard to promote the company's development and growth. Although I have explored some successful experiences and made some achievements, in general, this work is far from achieving the intended purpose, far from receiving the expected results. There are still many problems and many contradictions that need to be well The research is well solved. The following are the problems and causes of the work of Jingzhou private enterprises.[5]

The first emphasis is not enough. Some business owners have narrow concept of efficiency and insufficient support for party organizations. It is believed that enterprises mainly develop production and obtain profits. Whether the party construction work is good or bad has little effect on the development of the enterprise. There is no need to make great efforts to grasp it. Second, the party members' ideological consciousness is not high. Some party members have "simplified employment ideas" and automatically give up the "supervision" right, let alone play a leading role; some party members believe that now is the market economy, "the party age is not as good as the working age, the party ticket is not as good as the meal ticket", only the pursuit of reality Economic interests have played down the party's sense of purpose.

The second position is not allowed. There are not many ways for non-public enterprise party organizations to play their role and how to play them. From the survey situation, the party organizations of enterprises are often confused about their own positioning, there is no clear job orientation, and the party building work has no clear goal to play its role. Judging from the current situation, many private enterprise party organizations and party workers are mostly part-time workers. Therefore, when they carry out their work, they feel that they are not straightforward and are not strong.[6] They often cater to the needs of business owners and look at the face of business owners. There is a phenomenon that "everything revolves around the boss and everything obeys the boss". The enterprise party organization lacks independence, principle and autonomy, and becomes a supporting role, tool and accessory.

The third measure is not true. From the actual situation, most private enterprise party organizations have not yet formed a working mechanism and management method that is compatible with the production, operation and management of the enterprise. [4]The party construction work method is simple, passive and lacks pertinence. And effectiveness, lack of new ideas and attractiveness. There are situations in which there is no activity in the organization and no effect in the activities. The specific manifestations are that there are many forms, less content, more passive coping, less active attack, more responsibility for party members, less enjoyment of rights, more document systems, and less implementation.

The Countermeasures to Strengthen the Party Building Work of Jingzhou Private Enterprises

Work Integration----Party Construction Work and Organic Integration of Enterprise Production and Operation.

Cultural infiltration Enterprise competition is essentially a competition of corporate culture. Strengthening the party building work of enterprises, using party discipline to demand party members, using party's fine traditions to educate party members and youth, to carry out work with the party's mass line, to motivate employees with the highest goals of the party, and to greatly improve the workforce of the company.[7] Ideological quality, effectively promote the construction of corporate culture. Give play to the advantages of party organizations in their ideological work, the advantages of human resources management with Chinese characteristics, the advantages of caring for party members and staff, help to form a characteristic corporate culture with party building elements, and integrate party building, enterprise management, and spiritual civilization. Integrate to enhance corporate culture soft power and product competitiveness.

Pioneer Leading The power of role models is endless. The vanguard and exemplary role of party members can drive and promote the serious study, hard work, and strong team strength of enterprise employees. The party building work is doing well.[8] Party members play a vanguard and exemplary role in strengthening the scientific management of enterprises and improving economic efficiency. There is no accident by party members, there are no defective products for party members, no complaints are made at party members' windows, party members drive around, and employees do well. Work, so that party building is not a bondage, party building is not a burden, party members are synonymous with advanced productivity.

Innovation Mode---Exploring the New Model of Party Building.

The first is to strengthen management incentives. Firmly establish the concept of "grasping the capital is to grasp the party building and grasp the party building must grasp the capital", and educate this team well, guide and serve well. Guide the owners to proceed from the overall situation of enterprise development and pay attention to the role of the party organization. At the same time, it is necessary to increase the intensity of incentives and commendations. For the owners who actively support the party building work and make outstanding contributions, the higher-level party organizations must give commendation and rewards, and the owner's understanding and support for party building work should be regarded as an important part of evaluating the size of their social contributions.[9]

The second is to increase funding. It is necessary to incorporate the funds for the work of party organizations in non-public enterprises into corporate management fees, and establish and implement pre-tax systems.[10] The establishment of the system of repatriation of party fees, the party fees paid by party members of enterprises can be returned to the party organizations in full, and from the party organizations at all levels, the party fees can be retained in accordance with a certain proportion, and the party building work of non-public enterprises should be supported. Exploring the use of corporate sponsorship, voluntary donations by party members, etc., to solve financial problems through multiple channels.

The third is to standardize the construction of positions. Construct a "corporate community" and highlight the party building in the characteristic park. As a gathering area and carrying place for enterprises, the High-tech Zone shoulders the task of making the non-public party a new reality. Fully integrate the park with resources, adhere to the principle of "co-industry, joint construction, and sharing", scientific planning, rational distribution, and unified construction of a regional, open, and comprehensive party and group activity service center. Where conditions permit, scientific planning, rational distribution, and unified construction of regional, open, and comprehensive party and group activity service centers. It truly enables the party members and employees of the enterprise to have a sense of belonging, responsibility, and mission, and to create a harmonious and inclusive corporate "home" culture.

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